



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY ELEMENT
ALLIED FORCES SOUTHERN EUROPE
FPO AE 09620

ACAS-BC

6 November 2006

MEMORANDUM FOR ALL US Army Personnel, Allied Forces Southern Europe

SUBJECT: Policy Memorandum #4 – Prevention of Sexual Harassment

1. Sexual harassment is unprofessional, unacceptable, not in accordance with Army values and will not be tolerated, practiced or condoned within this command.
2. We are, in effect, a family of families and as such, have a non-negotiable responsibility to respect and protect one another. People who have not committed to this concept and do not possess the moral conviction to act appropriately, however, make bad choices that include verbal, non-verbal, and physical harassment -- all of which are wrong. Our individual and collective challenge is to prevent such choices from being made.
3. Successful prevention requires complete compliance and, more importantly, our active support of the spirit and letter found in Army Regulation 600-20, Army Command Policy, Chapters 7 and 8. To "prevent" means to stop something from happening before it happens. Prevention begins with Leaders. Leaders set the conditions for prevention by setting the example. Leaders demonstrate "what right looks like" and are attuned to anything that does not look or sound right. You are on point -- Take Charge.
4. If you believe you have grounds for a complaint I encourage you to present your complaint to the chain of command. Complaints will be taken seriously and investigated immediately. People who voice complaints will be protected from retaliation or threats of retaliation. While the chain of command is the primary channel for complaints, alternate channels include the Chaplain, Inspector General, or medical personnel, among others.
5. Any form of sexual harassment reveals a violator's inherent weakness. Such behavior threatens individual and organizational well-being. It is inconsistent with being Army Strong.
6. This policy memorandum will be posted on the permanent section of all unit bulletin boards and supersedes all previous prevention of sexual harassment policies.

DENNIS D. DAWSON
LTC, AG
Commanding

Distribution:

1 each Company, w/copy furnished to each National Support Element